

MINUTES

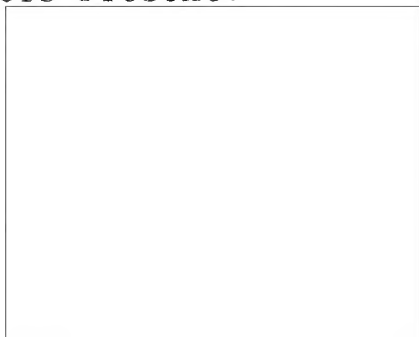
Federal Woman's Program Board Meeting of Tuesday,
8 August 1978, 0930-1200, Room 6E60 Headquarters

Chairman: []

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Members Present:

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1. We had a surprise guest at our meeting, []
[] She thanked the Board for giving her moral
support while her case of Discrimination was pending.

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She gave us highlights from a four-year long experience.
Thanks were given to [] and [] who

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were assigned to serve as her advisors. It was a case
involving an Agency staff employee who was forced to
resign three times in order to accompany her husband
overseas. [] emphasized that even though this was
treated like an isolated case, many Agency women who
accompany their husbands overseas are victims also. She

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asked the Board to send a letter to [] and

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[] expressing our appreciation for the
support they gave her. It was suggested that a serious
legal look be given to the leave without pay regulation
by the Board. [] reported on an article which ap-

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peared in the Newsbrief for August on Sex Bias at the
Energy Agency and thought maybe an article should be done
on [] case.

2. [] introduced [], the new
NFAC member. She has achieved an admirable professional
status--that of analyst--in her brief career with the
Agency. During her university years, she enthusiastically
represented women's interests and later worked for women's
causes at the county and state level. []
introduced [] her new secretary who
will be attending our meetings.

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3. [] reported that their working groups had been very quiet over the summer. [] reported on the NFAC Working Group and the past activities, "Women and the Law" which was held in the Auditorium on 2 August 1978 and their continued efforts to work on their speakers program which they plan to share with other working groups. [] reported on the DDS&T Upward Mobility meeting that is planned, a survey of the Agency Sex Discrimination, where they will be meeting with EEO officer counselors and personnel officers.

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4. [] passed out a tentative agenda for the October meeting and asked the Board to establish the priorities and to select a committee chairman. The Agenda items in the order of the priority assigned them and the committee members who volunteered to work on them and report back in September are listed below:

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a. Review of 1978 Objectives/Comparisons

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b. Review of the Board

Organization, mission, composition,
where it's at and where it's going,
Board's relationships with Working Groups
Board's relationship with EEO officers and O-EEO

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c. Selection of Chairman
Election or volunteer
Review of length of term

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d. FWP Coordinator

Criteria, selection, relationship with
the Board, duties, Chairman of the Board

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e. Structure of the meetings

formal vs informal
format for minute taking

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f. What next -- 1979 Objectives - (The Board)

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Telephone []

-2-

re: attendance

g. Edie reported that both Mr. Carlucci and Admiral Turner had said we will have a full time FWP coordinator.

h. [] was nominated to be the coordinator of our fall Seminar.

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5. Edie passed out a folder of material to each of the Coordinators. One of the items is "Ideas for Women's Committee Activities." She asked the members to form an activities committee and work on some of these activities. She would like a response within a week.

6. Edie gave a semi-annual report on EEO accomplishments. The EEO plans with objectives are back from the Directorates. They did not follow the guidelines that were issued. The EEO office plans are to go back to the Directorates and try again. Some of the items she reported were:

- organization and resources - they now have a T/O - 14 positions.
- EEO officers -- full time
- discrimination complaints - 30 cases pending shortages of investigators
- Two workshops have been sponsored
- problems with counselors have been solved at headquarters but not in the field
- full utilization of skills and training is a massive problem
- have sponsored a course for Management on Equal Opportunity. It is held 8 times a year, only 30 managers to a course.
- They have participated in Community Outreach program.
- Tutoring program
- Recruitment for Women - 25% of professionals in Agency are now women.
- Upward Mobility

- There are now more women in the 13-15 category.
- Task Force on Sex Discrimination will wind up in October.
- Secretary/Career Service Panel formed this month.
- Day Care Centers and an explanation of its problems.

Federal Women's Program Board

8 August 1978

9:30 a.m.

Room 6E60 Headquarters

AGENDA

1. Reports from Directorate Working Groups - Directorate Coordinators
2. Semi-Annual Report on EEO Accomplishments STAT
3. Progress report on Fall seminar STAT
- Other Business

Minutes will be taken by STAT

The strongest reason why
we ask for a woman a
voice in the government
under which she lives . . .
is because of her
birthright to self-
sovereignty; because as
an individual she must
rely on herself.

Elizabeth Cady Stanton, 1892